



PROSEGUR
CASH

Shareholders' Remuneration Policy of Prosegur Cash, S.A.

1. Introduction

In accordance with the provisions of Section 529 *ter* of the Corporate Enterprises Act, the Board of Directors of Prosegur Cash, S.A. (hereinafter, “**Prosegur Cash**” or the “**Company**”) is exclusively responsible for the ratification of the dividends policy, which is a function that may not be delegated by the Board of Directors.

This document sets out the strategy of Prosegur Cash and the principles that govern its activities within the ambit of shareholders’ remuneration.

2. Compliance with current regulations

The decisions that are adopted by the General Shareholders’ Meeting and by the Board of Directors of the Company in execution of this Shareholders’ Remuneration Policy shall abide by, in any event, the provisions of applicable legal regulations, the internal regulations of the Company, and shall take into account, to the extent possible, the recommendations regarding corporate governance.

3. Basic principles

The Board of Directors, in exercise of its functions and within its ambit, shall adopt the decisions and shall propose to the General Shareholders’ Meeting the adoption of the decisions regarding shareholders’ remuneration that it deems most appropriate in the interests of the Company and taking into account sustainable levels of shareholders’ remuneration.

This *Shareholders’ Remuneration Policy* aims to establish an adequate balance between the financial position of the Company and the shareholders’ remuneration, within the framework of an adequate capital structure.

4. Levels of shareholders’ remuneration

The Board of Directors may propose to the General Shareholders’ Meeting of the Company the approval of the decisions that it deems most appropriate regarding the distribution of dividends, and may also establish the payment of sums by way of interim dividends. Likewise, the Board of Directors may also propose other modalities of shareholders’ remuneration, including, share repurchase programs for write-off or redemption, the distribution of reserves or premiums, bonus share issues, reductions of share capital or any other modality whatsoever.

In relation to the distribution of dividends or reserves and, as a benchmark, the Company estimates that the foregoing shall represent an amount equivalent to between 50% and 60% of the net profits included in its consolidated Annual Accounts.

In any event, the levels of shareholders’ remuneration (including, as the case may be, the amount of the distribution of dividends) shall depend upon numerous factors including, in particular, the legal, tax and regulatory requirements applicable from time to time, the distributable net profits or the availability of distributable reserves, the limitations established in finance contracts, the trends of the business of the Company and the growth strategy thereof, the opportunities for business growth, the general conditions of the economy and of business, the returns within the market, the creditworthiness and all other factors that the Board of Directors deems necessary to take into account from time to time in the interests of the Company.

This *Shareholders' Remuneration Policy* was initially approved by the Board of Directors of the Company on 6 February 2017 and was last modified on 26 April 2023.